'In' Box

A new ruling by the Civil Aeronautics Board, pending action by individual airlines, could encourage more colleges and universities to establish travel offices for their employees.

As part of the final stage of airline deregulation, the board ruled last month that airlines could authorize the payment of commissions to outlets of their choice. Under previous airline-industry agreements approved by the C.A.B., commissions were available only to travel agents approved by the airline industry—and, in any event, not to travel offices set up by businesses for their own employees.

In an effort to save money, a growing number of colleges have been providing their own travel services, mostly by contracting with outside travel agents. Some campus officials have predicted that if colleges could collect airline commissions, such services would become more widespread.

The effect of the C.A.B. ruling is in some doubt, however, because individual airlines may still choose to limit commissions to travel agents. A spokesman for the Air Traffic Conference, which represents the domestic-airline industry, said most airlines were unlikely to change their practices soon.

The conference opposes paying commissions to businesses' travel departments because they do not promote air travel to the general public. However, the increased flexibility granted by the C.A.B. could be attractive to new or struggling carriers, the spokesman said.

▪

Scholars who travel abroad should note that as of January 1 U.S. passports cost more and last longer.

The price for first-time applicants was increased by the Department of State from $15 to $42, while renewal rates were raised from $10 to $35. The passports, which were previously valid for 5 years, can now be used for 10 years (except by applicants under 18 years old, for whom the 5-year limit will continue to apply).

Before the latest change, the State Department notes, the price of passports went up only $1 since 1932.

For free information about passports and other issues related to overseas travel, use a postcard to request the booklet *Your Trip Abroad* from the Bureau of Consular Affairs, Department of State, Room 6811, Washington 20520.

Other free publications—containing "traveler tips" for the Caribbean, China, Cuba, Eastern Europe, Greece, Mexico, and the Soviet Union—may be requested (again, postcards only) from Passport Services, Room 386, Department of State, 1425 K Street, N.W., Washington 20524.

That office also will provide a free pamphlet, *Visa Requirements of Foreign Governments*.

The same publications also may be obtained from passport agencies in 13 other cities: Boston, Chicago, Detroit, Honolulu, Houston, Los Angeles, Miami, New Orleans, New York, Philadelphia, San Francisco, Seattle, and Stamford, Conn.

Personal & Professional

Faculty Salaries Up 7.6 Pct. Since 1981-82, but Gain Is Smallest in Several Years

By JACK MAGARRELL

This year's average faculty salary is 7.6 per cent higher than last year's, the Chronicle Survey has found, compared with a rise of 8.4 per cent reported by the survey for 1981-82.

The findings (see the table on Page 28) indicated a break had occurred in a pattern of average salary increases that had grown every year since 1976-77.

The smaller increase this year coincides with a continuing recession in the national economy and a lower inflation rate. During the latest 12-month period for which the Consumer Price Index is available—the year ending November 30—the rate of inflation was only 4.6 per cent.

With some institutions forced by budget crises to freeze this year's salaries at last year's levels, the Chronicle Survey found that about a fifth of all faculty members received no pay raises for 1982-83.

A Fifth Get Raises over 15 Pct.

A more fortunate fifth of all faculty members received raises of more than 15 per cent.

The Chronicle Survey's data on salaries were obtained directly from faculty members in a scientifically designed sample representing public and private colleges and universities of various types.

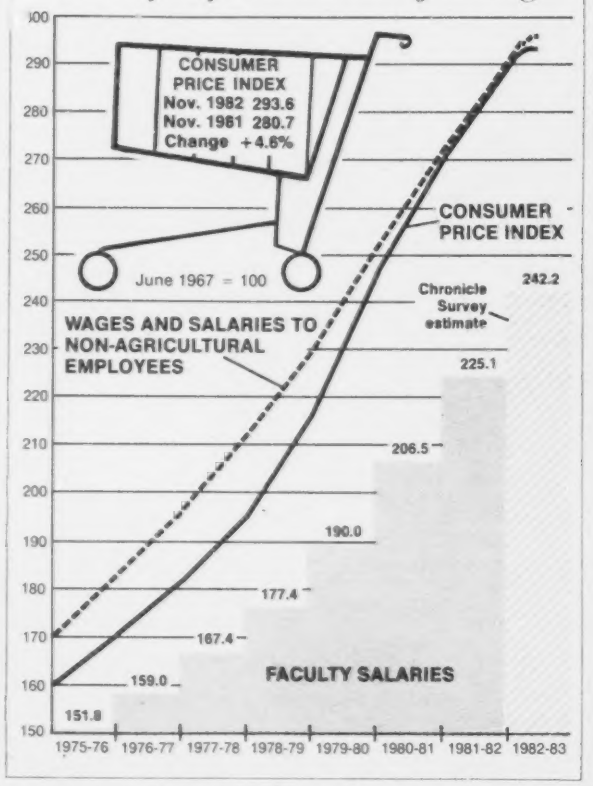
The results show that average salaries at all private institutions are slightly lower than those at public institutions. At the same time, salaries at the private institutions have increased by a larger percentage than those at public colleges and universities.

For faculty members of all ranks at all types of public institution, the average salary this year is $26,218, an increase of 7 per cent over last year's average. The comparable average for faculty members at private institutions is $25,625, a one-year increase of 9.3 per cent.

Among Ph.D.-granting universities, average salaries are higher at private institutions than at public ones. Full professors at the

Continued on Page 27, Column 3

Faculty Pay and the Cost of Living



SOURCES: DEPARTMENT OF LABOR, DEPARTMENT OF COMMERCE, JOHN MINTER ASSOCIATES, AND AMERICAN ASSOCIATION OF UNIVERSITY PROFESSORS

COMPUTERS

Student and Staff Discounts; 'Insider' Trustees

Big discounts are being offered by the Rochester Institute of Technology to encourage its students, faculty members, and staff members to buy their own computers.

The institute, which requires all students to acquire "computer literacy" before they graduate, worked out an agreement with the Digital Equipment Corporation that will reduce the price of a $4,800 computer system, for example, to $2,800.

Further encouragement is offered by the institute in the form of financing plans, lease arrangements with options to buy, sharing of purchases or lease of a computer by two or more students, and including the computer as a cost of education in calculating student aid.

Institute officials say the purchase of individual computers will be voluntary and will not affect tuition rates. Students who do not buy or lease personal computers will be able to use similar equipment in a laboratory.

▪

The advice of trustees on expansion of Grinnell College's computer program carries the authority of two industry insiders:

Robert N. Noyce, a Grinnell graduate and founder of the Intel Corporation, is a pioneer in the computer-microchip industry.

Steven Jobs is chairman of the board of the Apple Computer Company.

Grinnell's board has voted to spend up to $2-million in the next four years to expand computer facilities and services on the campus.

▪

An awkward job for computers, librarians report, is cataloguing libraries' collections of manuscripts and archives, because computer-system formats are designed for regular books and periodicals.

To solve this problem, the U.S. Department of Education has given Yale University $400,000 to work with other institutions in developing a way to handle manuscripts and archival materials through the computer system of the Research Libraries Information Network.

The network is a program of the Research Libraries Group, a corporation owned by 24 major universities and independent research libraries. (The network is located at Jordan Quadrangle, Stanford, Cal. 94305; 415-328-0920.)

Working with R.L.G. and Yale in the joint project are Cornell and Stanford Universities and Stanford's Hoover Institution.

The aim is to establish a standard format flexible enough to allow the participating institutions, and eventually others, to pool bibliographic records of collections including maps, charts, artifacts, and assorted memorabilia as well as manuscripts in the library network's shared data base.

▪

Teacher training at Indiana University's school of education now includes required study of the use of computers in instruction.

"We believe when the students go out to teach they will find computers available in every school and, in some cases, every classroom and library," says Richard Pugh, professor and associate dean for research and development.

—JACK MAGARRELL

Sections of Law and Guidelines on 'Fair Use'

Following are sections of the Copyright Act of 1976 dealing with the rights of copyright owners and "fair use" of copyrighted works for educational purposes.

Exclusive Rights in Copyrighted Works

Subject to [other provisions of the law] . . . , the owner of copyright under this title has the exclusive rights to do and to authorize any of the following:

(1) to reproduce the copyrighted work in copies or phonorecords;

(2) to prepare derivative works based upon the copyrighted work;

(3) to distribute copies or phonorecords of the copyrighted work to the public by sale or other transfer of ownership, or by rental, lease, or lending;

(4) in the case of literary, musical, dramatic, and choreographic works, pantomimes, and motion pictures and other audiovisual works, to perform the copyrighted work publicly; and

(5) in the case of literary, musical, dramatic, and choreographic works, pantomimes, and pictorial, graphic, or sculptural works, including the individual images of a motion picture or other audiovisual work, to display the copyrighted work publicly.

Limitations on Exclusive Rights: Fair Use

Notwithstanding the provisions of [the previous section] . . . , the fair use of a copyrighted work, including such use by reproduction in copies or phonorecords or by any other means specified by that section, for purposes such as criticism, comment, news reporting, teaching (including multiple copies for classroom use), scholarship, or research, is not an infringement of copyright.

In determining whether the use made of a work in any particular case is a fair use the factors to be considered shall include—

(1) the purpose and character of the use, including whether such use is of a commercial nature or is for nonprofit educational purposes;

(2) the nature of the copyrighted work;

(3) the amount and substantiality of the portion used in relation to the copyrighted work as a whole; and

(4) the effect of the use upon the potential market for or value of the copyrighted work.

•

Following is the text of a 1976 "Agreement on Guidelines for Classroom Copying in Not-for-Profit Educational Institutions with Respect to Books and Periodicals," as adopted by 38 education organizations and the publishing industry.

The purpose of the following guidelines is to state the minimum and not the maximum standards of educational fair use under Section 107 of [the Copyright Act of 1976]. The parties agree that the conditions determining the extent of permissible copying for educational purposes may change in the future; that certain types of copying permitted under these guidelines may not be permissible in the future; and conversely that in the future other types of copying not permitted under these guidelines may be permissible under revised guidelines.

Moreover, the following statement of guidelines is not intended to limit the types of copying permitted under the standards of fair use under judicial decision and which are stated in Section 107 of the [act]. There may be instances in which copying which does not fall within the guidelines stated below may nonetheless be permitted under the criteria of fair use.

GUIDELINES

I. Single Copying for Teachers

A single copy may be made of any of the following by or for a teacher at his or her individual request for his or her scholarly research or use in teaching or preparation to teach a class:

A. A chapter from a book;

B. An article from a periodical or newspaper;

C. A short story, short essay or short poem, whether or not from a collective work;

D. A chart, graph, diagram, drawing, cartoon or picture from a book, periodical, or newspaper.

II. Multiple Copies for Classroom Use

Multiple copies (not to exceed in any event more than one copy per pupil in a course) may be made by or for the teacher giving the course for classroom use or discussion; *provided that*:

A. The copying meets the tests of brevity and spontaneity as defined below; *and*,

B. Meets the cumulative effect test as defined below; *and*,

C. Each copy includes a notice of copyright.

Definitions

Brevity

(i) Poetry: (a) A complete poem if less than 250 words and if printed on not more than two pages or, (b) from a longer poem, an excerpt of not more than 250 words.

(ii) Prose: (a) Either a complete article, story, or essay of less than 2,500 words, or (b) an excerpt from any prose work of not more than 1,000 words or 10 per cent of the work, whichever is less, but in any event a minimum of 500 words.

[Each of the numerical limits stated in "i" and "ii" above may be expanded to permit the completion of an unfinished line of a poem or of an unfinished prose paragraph.]

(iii) Illustration: One chart, graph, diagram, drawing, cartoon, or picture per book or per periodical issue.

(iv) "Special" works: Certain works in poetry, prose, or in "poetic prose" which often combine language with illustrations and which are intended sometimes for children and, at other times, for a more general audience fall short of 2,500 words in their entirety. Paragraph "ii" above notwithstanding, such "special works" may not be reproduced in their entirety; however, an excerpt comprising not more than two of the published pages of such special work and containing not more than 10 per cent of the words found in the text thereof may be reproduced.

Spontaneity

(i) The copying is at the instance and inspiration of the individual teacher, and

(ii) The inspiration and decision to use the work and the moment of its use for maximum teaching effectiveness are so close in time that it would be unreasonable to expect a timely reply to a request for permission.

Cumulative Effect

(i) The copying of the material is for only one course in the school in which the copies are made.

(ii) Not more than one short poem, article, story, essay, or two excerpts may be copied from the same author, nor more than three from the same collective work or periodical volume during one class term.

(iii) There shall not be more than nine instances of such multiple copying for one course during one class term.

[The limitations stated in "ii" and "iii" above shall not apply to current news periodicals and newspapers and current news sections of other periodicals.]

III. Prohibitions as to I and II Above

Notwithstanding any of the above, the following shall be prohibited:

(A) Copying shall not be used to create or to replace or substitute for anthologies, compilations, or collective works. Such replacement or substitution may occur whether copies of various works or excerpts therefrom are accumulated or produced and used separately.

(B) There shall be no copying of or from works intended to be "consumable" in the course of study or of teaching. These include workbooks, exercises, standardized tests and test booklets and answer sheets, and like consumable material.

(C) Copying shall not:

(a) substitute for the purchase of books, publishers' reprints, or periodicals;

(b) be directed by higher authority;

(c) be repeated with respect to the same item by the same teacher from term to term.

(D) No charge shall be made to the student beyond the actual cost of the photocopying.

Technology Called the 'Real' Copyright Villain

In the struggle between copyright owners and users of their works, "advanced technology is the real culprit," says Irving L. Horowitz, the only college professor on the 16-member copyright committee of the Association of American Publishers.

Moreover, he says, to halt the "widespread" illegal copying that publishers say prompted them to sue New York University and nine of its professors last month, technology can provide the solution.

According to Mr. Horowitz, professor of sociology and political theory at Rutgers University and president of Transaction Books, copying machines can be made to record the type and amount of copying done. That information would be reported to a clearinghouse set up to determine royalty fees for copying that exceeds the accepted bounds of "fair use," he says.

The clearinghouse would handle all billing and payments for both publishers and users, he adds.

Case Before Supreme Court

Meanwhile, in a case scheduled to be heard soon by the Supreme Court, filmmakers are seeking to ban the use of videotape recorders. The Sony Corporation is appealing a lower court's decision that both the manufacturer and the owner of a Betamax recorder were guilty of copyright infringement.

Beyond that, the case is expected to provide additional guidance on the application of "fair use" of copyrighted works for educational purposes.

Although some videotaping without permission of the copyright owner is allowed, the appropriateness of copying entertainment programs as research materials is being challenged.

Regardless of how the Supreme Court rules, an official of the publishers' association said it would continue to sue both individuals and institutions over copyright violations.

Both the American Library Association and an *ad hoc* committee of educators have filed briefs in the Supreme Court to oppose restrictions on educational taping.

—STACY E. PALMER

Nevada Regents Postpone Action on Tenure Rules

RENO

The board of regents of the University of Nevada system has, in effect, put off until later this month a decision on controversial changes in the university code that would, among other things, reduce the protection provided faculty members by tenure.

Last month the regents adopted the reforms as originally proposed in September. The revisions provide for annual reviews of the performance of tenured faculty members and for dismissal of those who fail to measure up after a second review a year later.

At the same time, however, the regents adopted revisions worked out in late November by faculty members, university presidents, and the board's committee on academic affairs.

Two Versions Before Board

Those revisions provide for the review of faculty performance every five years, rather than every year, and ease some other provisions that had drawn faculty criticism.

As a result, the regents now have two versions of the revised university code before them.

The board had at least 30 days to consider the amended version before the changes in the university code would take effect and, according to several observers, probably won't take final action until next month.

They could adopt all, some, or none of the changes in the amended version of the code revision.

The original changes were strongly criticized by faculty organizations, and many of them are not happy with the amended version.

The faculty senate at the University of Nevada at Las Vegas has hired Grant Sawyer, a lawyer and a former governor of Nevada, to represent faculty members if they decide to take legal action against the changes.

Gary L. Jones, president of the faculty senate at Las Vegas, said last month that no decision had been made on whether to challenge the changes in court. Such a decision would probably not be made until the regents take final action on the amendment, he added.

Faculty Salaries Up 7.6 Pct. Since 1981-82 *Continued from Page 25*

private universities receive an average salary of $38,911, compared with $34,774 for full professors at public universities.

The top fifth of full professors at private universities are paid $45,663 or more this year, compared with $40,145 or more for their counterparts at public universities.

At private colleges granting only the bachelor's degree, salaries of assistant professors average $18,033 this year, an increase of 8.6 per cent over last year's average.

Assistant professors in public two-year colleges get an average salary of $20,761, an increase of 7.4 per cent.

The survey of 1982-83 faculty salaries was designed and conducted for *The Chronicle* by John Minter Associates, a research organization in Boulder, Colo., that specializes in higher-education studies.

The survey was based on data received from 4,235 faculty members in a sample weighted to represent faculty members at institutions of all types except law and medical schools, proprietary institutions, private two-year colleges, and colleges with fewer than 500 students. The sample was drawn after faculty lists were updated in September, thus including those who were newly hired.

Results of the Chronicle Survey's two previous faculty-salary studies, in the fall of 1980 and the fall of 1981, have been roughly comparable to averages published in the following summer of each year by the American Association of University Professors. Unlike the Chronicle Survey, the A.A.U.P. salary report relies on data reported by the institutions rather than by the faculty members themselves.

The A.A.U.P.'s annual reports showed one-year increases in average salaries for faculty members of all ranks at all institutions of 4.7 per cent in the fall of 1976, 5.3 per cent in 1977, 6 per cent in 1978, 7.1 per cent in 1979, 8.7 per cent in 1980, and 9 per cent in 1981.

The fall of 1981 was the first time since the fall of 1972 that the average salary increase equaled or exceeded the inflation rate as measured by the government's Consumer Price Index, the A.A.U.P. said.

The 7.6-per-cent increase reported by the Chronicle Survey for 1982-83 indicates that the increase in average faculty salary will exceed the inflation rate again this year if the price trends of recent months continue through the rest of the academic year.

Solution to Last Issue's Chronicle Acrostic

"Shortly before he died, the old professor remembered class discussions, with Lyndon taking part, in which everyone agreed that unless government paid for the elections, politicians would be corrupted. . . ."—Ronnie Dugger, The Politician.

CHRONICLE SURVEY

Faculty Salaries for 1982-83

Estimates of college and university pay, by rank and type of institution

Ph.D.-granting universities	Public				Private				Public and private combined			
	Average (a)	High (b)	Low (c)	Confidence interval (d)	Average (a)	High (b)	Low (c)	Confidence interval (d)	Average (a)	High (b)	Low (c)	Confidence interval (d)
Professor	$34,774	$40,145	$29,403	$1,025	$38,911	$45,663	$32,158	$2,079	$36,222	$42,026	$30,367	$ 957
Associate professor	26,614	29,921	23,307	770	25,745	28,663	22,828	1,185	26,310	29,481	23,139	645
Assistant professor	21,299	23,701	18,897	673	21,593	24,015	19,171	793	21,402	23,811	18,993	514
All ranks	28,861	35,018	22,703	775	29,359	36,772	21,946	1,429	29,035	35,632	22,438	696
Others granting graduate degrees												
Professor	31,052	35,460	26,644	990	28,699	32,297	25,100	1,294	30,699	34,986	26,412	803
Associate professor	24,766	28,575	20,957	620	23,242	26,029	20,456	895	24,537	28,193	20,882	503
Assistant professor	20,540	23,137	17,943	664	19,487	21,685	17,288	671	20,382	22,919	17,845	490
All ranks	25,628	30,787	20,468	725	22,943	27,534	18,352	745	25,225	30,299	20,151	560
Those granting only bachelor's degree												
Professor	—	—	—	—	28,153	34,159	22,147	1,938	28,153	34,159	22,147	1,938
Associate professor	—	—	—	—	21,191	24,363	18,019	1,154	21,191	24,363	18,019	1,154
Assistant professor	—	—	—	—	18,033	20,039	16,028	591	18,033	20,039	16,028	591
All ranks	—	—	—	—	21,627	26,678	16,577	913	21,627	26,678	16,577	913
2-year colleges with academic ranks												
Professor	29,705	33,213	26,197	813	—	—	—	—	29,705	33,213	26,197	813
Associate professor	24,435	27,768	21,102	859	—	—	—	—	24,435	27,768	21,102	859
Assistant professor	20,761	23,536	17,985	846	—	—	—	—	20,761	23,536	17,985	846
All ranks	24,144	29,020	19,268	565	—	—	—	—	24,144	29,020	19,268	565
Institutions without academic ranks												
All faculty members	—	—	—	—	—	—	—	—	24,061	28,716	19,406	737
All institutions except those without academic ranks												
Professor	31,836	36,287	27,386	548	33,458	39,343	27,573	1,108	32,258	37,081	27,434	497
Associate professor	25,254	28,765	21,742	424	23,801	26,773	20,829	622	24,876	28,247	21,504	349
Assistant professor	20,844	23,432	18,257	416	20,043	22,289	17,798	392	20,636	23,134	18,137	296
All ranks	26,218	31,610	20,825	400	25,625	31,724	19,525	633	26,063	31,640	20,487	337

Increases over 1981-82 salaries

Ph.D.-granting universities	Public				Private				Public and private combined			
	Increase in average salary (e)	Increases for individuals			Increase in average salary (e)	Increases for individuals			Increase in average salary (e)	Increases for individuals		
		Average (f)	High (g)	Low (h)		Average (f)	High (g)	Low (h)		Average (f)	High (g)	Low (h)
Professor	6.7%	7.3%	14.1%	0.5%	8.6%	8.5%	15.8%	1.2%	7.4%	7.7%	14.7%	0.8%
Associate professor	8.2%	9.7%	18.8%	0.7%	11.7%	11.7%	21.2%	2.1%	9.4%	10.4%	19.6%	1.2%
Assistant professor	6.9%	7.1%	13.6%	0.7%	10.9%	10.9%	19.9%	1.8%	8.3%	8.5%	15.8%	1.1%
All ranks	7.2%	7.9%	15.7%	0.2%	9.9%	10.2%	19.9%	0.6%	8.2%	8.7%	17.2%	0.3%
Others granting graduate degrees												
Professor	5.4%	5.7%	11.0%	0.4%	8.3%	8.3%	15.4%	1.3%	5.8%	6.1%	11.7%	0.5%
Associate professor	6.9%	7.2%	14.0%	0.4%	8.6%	8.5%	15.9%	1.1%	7.2%	7.4%	14.3%	0.5%
Assistant professor	8.0%	7.6%	14.8%	0.5%	9.9%	10.1%	18.9%	1.2%	8.3%	8.0%	15.4%	0.6%
All ranks	7.4%	6.9%	13.8%	0.1%	8.0%	9.2%	18.0%	0.3%	7.5%	7.3%	14.4%	0.2%
Those granting only bachelor's degree												
Professor	—	—	—	—	8.4%	8.7%	16.5%	1.0%	8.4%	8.7%	16.5%	1.0%
Associate professor	—	—	—	—	9.1%	9.1%	16.9%	1.2%	9.1%	9.1%	16.9%	1.2%
Assistant professor	—	—	—	—	8.6%	8.6%	16.5%	0.8%	8.6%	8.6%	16.5%	0.8%
All ranks	—	—	—	—	8.6%	8.7%	17.2%	0.3%	8.6%	8.7%	17.2%	0.3%
2-year colleges with academic ranks												
Professor	6.1%	6.3%	12.0%	0.5%	—	—	—	—	6.1%	6.3%	12.0%	0.5%
Associate professor	6.7%	7.2%	13.6%	0.7%	—	—	—	—	6.7%	7.2%	13.6%	0.7%
Assistant professor	7.4%	7.6%	14.3%	0.8%	—	—	—	—	7.4%	7.6%	14.3%	0.8%
All ranks	6.2%	6.9%	13.7%	0.1%	—	—	—	—	6.2%	6.9%	13.7%	0.1%
Institutions without academic ranks												
All faculty members	—	—	—	—	—	—	—	—	5.2%	5.4%	10.6%	0.3%
All institutions except those without academic ranks												
Professor	6.0%	6.4%	12.3%	0.5%	8.5%	8.5%	15.9%	1.2%	6.7%	6.9%	13.2%	0.6%
Associate professor	7.3%	8.0%	15.4%	0.6%	10.4%	10.2%	18.8%	1.6%	8.0%	8.6%	16.3%	0.9%
Assistant professor	7.5%	7.5%	14.3%	0.7%	10.1%	10.0%	18.7%	1.4%	8.1%	8.1%	15.4%	0.8%
All ranks	7.0%	7.3%	14.4%	0.1%	9.3%	9.5%	18.6%	0.4%	7.6%	7.8%	15.5%	0.2%

(a) Salary figures for faculty members employed on other than nine-month contracts are adjusted to a nine-month basis. Salary data do not include earnings beyond base salary, fringe benefits, or the value of contributed services.
(b) About one-fifth of the faculty members reported salaries higher than the "high" salary (mean salary plus one mean deviation).
(c) About one-fifth of the faculty members reported salaries lower than the "low" salary (mean salary minus one mean deviation).
(d) There is a 95-per-cent probability that the reported average salary varies from the true average by no more than the amount in this column.
(e) Percentage increase in average base salary for 1982-83 over the 1981-82 average.
(f) The average of individual percentage increases.
(g) About one-fifth of the faculty members reported percentage increases higher than the "high" percentage (mean percentage plus one mean deviation).
(h) About one-fifth of the faculty members reported percentage increases lower than the "low" percentage (mean percentage minus one mean deviation).

Note: Survey data are based on responses of 4,235 faculty members who offered courses in the fall of 1980 through the fall of 1982. To include faculty members newly hired, the sample was drawn from faculty lists that were revised in September. Data for all ranks include instructors and lecturers.
Data are weighted to represent faculty members at colleges and universities of all types except law and medical schools, proprietary institutions, private two-year colleges, and colleges with fewer than 500 students.
Data for faculty members at each type of institution also are weighted to reflect the proportion of faculty members in each of eight discipline groups.
Technical inquiries about the survey design and sampling techniques should be addressed to John Minter Associates, P.O. Box 107, Boulder, Colo. 80306.

SOURCE: SURVEY FOR THE CHRONICLE BY JOHN MINTER ASSOCIATES